

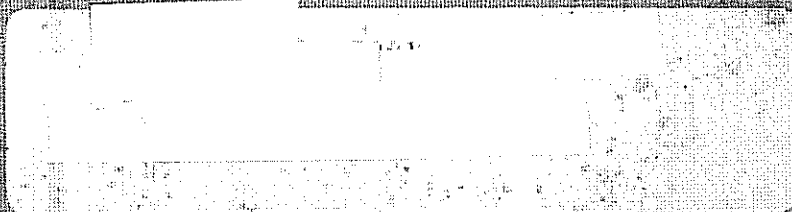
# **EXHIBIT D**



1977

## PERSONAL BENEFIT SUMMARY

YOUR SHARE OF THE GM BENEFIT PROGRAM



Based on your personal data as of December 31, 1976



Health Care

## BENEFITS

### Basic Coverages

100% of semiprivate room, board, and other hospital charges for up to 365 days, or 730 days in an approved nursing facility.

100% of covered doctor's charges for surgery, obstetrics, anesthesia, hospital visits, and consultations.

100% of the charge in excess of \$3 for each covered prescription, plus charges for outpatient hospital emergency care, lab, x-ray, and certain other services.

### Dental Care Coverage

After one year of service, while you are actively at work, the plan pays:

100% of fees for examinations and cleaning, 90% for fillings, x-rays, and extractions, and 50% for bridgework, dentures, and teeth straightening. The maximum dental benefits are \$750 per person per year, with a lifetime maximum of \$650 per eligible person for teeth straightening.

### Major Medical Coverage

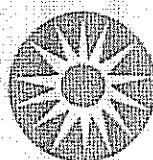
For expenses not paid by your basic coverages:

100% of certain additional doctors' charges, and 80% of any remaining medical expenses which exceed the annual deductible amount of \$50 for you or an eligible family member, or \$100 for all eligible family members. Your total out-of-pocket cost (for other than outpatient psychiatric care) would not be more than \$550 per year for each individual, unless the \$25,000 maximum reimbursable amount per year for each individual is exceeded. There is no maximum on lifetime benefits.

### Added Coverages

A new vision care plan covering part of the cost of eye exams and glasses will become effective July 1, 1977. Hearing aid benefits will be provided effective October 1, 1977.

YOU AND ELIGIBLE FAMILY MEMBERS ARE ENROLLED FOR: BASIC, MAJOR MEDICAL, AND DENTAL COVERAGE.



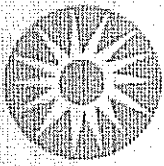
Retirement

## INCOME

Through December 31, 1976, your credited service is **12 YEARS AND 11 MONTHS** and your contributions total **\$563.28**

Estimated retirement benefits are based on:

- The assumption that your current pay will stay the same until retirement



# Retirement

## INCOME

Through December 31, 1976, your credited service is 12 YEARS AND 11 MONTHS and your contributions total \$553.28

If you work for GM until you reach age 65 in 2010 your estimated monthly retirement income would be:

Estimated retirement benefits are based on:

- The assumption that your current pay will stay the same until retirement
- Retirement payments for your lifetime only (If you elect a survivor option, benefits would be reduced)

### From the Retirement Program

Noncontributory benefits \$542  
Contributory benefits \$1,662  
From Social Security  
— Yourself \$978  
— Dependent spouse at age 65 \$289

Estimates of your retirement income at other ages are available upon request from your Personal Office.  
\*ASSURES CONTINUED CONTRIBUTION TO AGE 65 AND NO WITHDRAWALS.

Total \$2,493

### Plus

If you retire from GM (except at employee option between ages 55 and 60 when your age and credited service will total less than 85):

- You may take your Savings-Stock Purchase Program account in a lump sum, or convert part of your account to a lifetime annuity.

- Your health care coverage will be continued for your lifetime.
- A portion of your life insurance and Personal Accident Insurance may be continued for your lifetime. Reduced Optional Life Insurance may be continued until age 70.



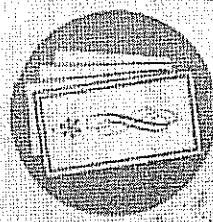
# Savings-Stock Purchase PROGRAM

### Total Value of your Account Dec. 31, 1976

GM Common Stock @ \$78.50 \$10,431  
Diversified U.S. Securities @ \$164.90 \$5,443  
U.S. Savings Bonds (at cost) \$1,125  
Cash \$13,009  
Total \$17,008

The statement below shows your account status after class distributions and withdrawals, if any. Shares of GM stock purchased with GM's contributions and with dividends during 1974, 1975, and 1976 are subject to being "earned out" in accordance with the terms of the Program.

# Savings-Stock Purchase PROGRAM



## Total Value of your Account Dec. 31, 1976

GM Common Stock @ \$78.50 \$10,431  
 Diversified U.S. Securities @ \$154.90 23,432  
 U.S. Savings Bonds (at cost) .....  
 Cash .....  
**Total \$13,863**

The statement below shows your account status after class distributions and withdrawals. If any Shares of GM stock purchased with GM's contributions and with dividends during 1974, 1975, and 1976 are subject to being "earned out" in accordance with the terms of the Program.

## ANNUAL STATEMENT OF ACCOUNT

Classes Not-Earned Out

Classes Earned Out

	Through 1973	1974	1975	1976	TOTALS
U.S. Savings Bonds		\$1,811	\$1,994	\$2,238	\$6,043
Diversified U.S. Securities	UNITS	7,298	7,318	7,540	22,156
Cash Balance Plus Interest					
GM Common Stock	SHARES	21,493	21,079	16,320	59,493
GM Common Stock	SHARES	21,493	21,079	16,320	59,493
GM Common Stock	SHARES	7,734	4,591	1,571	13,897

Your Savings

U.S. Savings Bonds  
 Diversified U.S. Securities  
 Cash Balance Plus Interest

Purchased with Your Savings

GM Common Stock

Purchased with GM Contributions

GM Common Stock

Purchased with all Dividends



TU:

FEBRUARY, 1977

This is your annual summary of benefits available to you as a salaried employee of General Motors, showing benefits as they specifically apply to you and your family. It should be of interest to your family, and a useful tool for your own financial planning. Keep it in a handy place for reference throughout the year.

This Personal Benefit Summary is not designed to replace the individual booklets that contain the details of each plan, or to replace your Personnel Office as a source of answers to your specific questions. But it will give you a perspective on our comprehensive package of benefits, and the growing protection it affords you and your family. Compare this to last year's summary and see the extent of this growth.

Your benefits, in a very real sense, are a part of your compensation. When you add it all up, we have an outstanding benefit program, earned by the continuing efforts of all our people.

*A. A. Murphy*  
Chairman

*This computerized statement has been prepared for you based on information as of December 31, 1976. Every effort has been made to give you figures that are accurate and up to date. Should you find what you believe to be an error, please bring it to the attention of your Personnel Office.*

*Eligibility for benefits and the actual amount of payment under all of GM's plans that make up your benefit program must be determined under the legal documents that apply to each plan.*

*GM does not have access to your complete earnings records for Social Security purposes. Therefore, Social Security benefits in this statement are estimates only. They are based on a full working career and certain assumptions about your salary history.*



## Disability INCOME

If you become disabled you may be eligible to receive salary continuation and/or disability benefits of \$1,939 PER MONTH FOR 26 WEEKS AND \$1,437 PER MONTH FOR THE NEXT 27 WEEKS.

If you remain disabled, you may be eligible for continuing disability benefits from several sources, totaling \$1,174 per month to age 65. Thereafter, you may be eligible for continuing Social Security benefits of \$413 per month plus GM retirement\* benefits of \$257 per month payable for life.

In addition, if you have a dependent spouse and one or more children, they could receive up to \$207 per month from Social Security.

\*Retirement benefits are projected only for employees with ten or more years of credited service.

### Plus

Depending on your eligibility and enrollment status, other benefits may be payable if you are totally and permanently disabled:

- For employees with less than 10 years of credited service when first disabled, payout of basic life insurance in monthly installments following expiration of extended disability benefits.
- Monthly installments of Personal Accident Insurance.
- Entire account balance under GM Savings-Stock Purchase Program, including GM's contributions.



## Survivors BENEFITS

In the event of your death while employed by GM, the following payments will be made to your beneficiary:

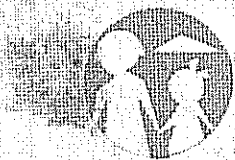
### Monthly Payments\*

From the Insurance Program:

\$250 to an eligible survivor, for up to 24 months (\$150 if certain Social Security benefits are

### Lump-sum payments

\$46,000	Basic Life Insurance
\$69,000	Optional Life Insurance
\$11,000	Savings-Stock Purchase account



# Survivors BENEFITS

In the event of your death while employed by GM, the following payments will be made to your beneficiary:

## Monthly Payments\*

From the *Insurance Program*:

\$250 to an eligible survivor, for up to 24 months (\$150 if certain Social Security benefits are payable). Thereafter, if you had a spouse at least age 45 when you died, \$250 a month would be paid until age 62 or remarriage or entitlement to unreduced Social Security because of your death.

From the *Retirement Program*:

A noncontributory benefit of NOT ELIGIBLE for your spouse's lifetime when

Insurance Program survivor benefits are not payable or are waived.

(B) Contributory benefit of \$62 PER MONTH would begin immediately for your spouse's lifetime in lieu of return of contributions.

From *Social Security*:

Social Security could pay a surviving spouse and children as much as \$722 PER MONTH.

\*Assumes you have been married at least one year and your spouse is the same age as you.

## Optional Dependent Insurance:

\$5,000 Life Insurance—spouse  
\$1,000 Life Insurance—each child  
Additional coverage up to \$25,000 for spouse and \$5,000 for each child will be available July 1, 1977.  
ENROLLED Personal Accident Insurance

## Lump-sum payments

\$40,000	Basic Life Insurance
\$69,000	Optional Life Insurance
\$13,863	Savings-Stock Purchase account
SEE (B)	Retirement Program contributions
3255	Social Security death payment
\$129,118	Total
	Plus, if death is accidental, one or more of these additional payments:
\$23,000	Extra Accident Insurance
\$33,000	Extra Accident Insurance (while on company business)
\$10,000	Personal Accident Insurance

## Plus

GM will pay for health care coverages for your spouse and eligible children if you die while actively employed provided you:

- 1) Elected the Retirement Program contributory surviving spouse option and had 10 years of credited service, or
- 2) Were eligible to retire voluntarily (except between ages 55 and 60 when your age and credited service total less than 85).



# Adding it All Up...

The GM program adds significant value to the pay you receive for the work you do. On an annualized basis,

YOUR SALARY IS..... \$22,997\*  
COST-OF-LIVING ALLOWANCE... \$270  
COST TO GM FOR YOUR BENEFITS INCLUDING \$965.00 FOR SOCIAL SECURITY BENEFITS..... \$7,610  
TOTAL..... \$30,877  
\$3,272.95 OF YOUR SALARY IS PAID TO YOU FOR YOUR VACATION AND HOLIDAYS. YOU ARE ENTITLED TO 3.5 WEEKS OF VACATION IN CALENDAR YEAR 1977 PLUS SUPPLEMENTAL TIME

GM's cost for your benefits is even higher than indicated, because you enjoy many other benefits that have not been detailed in this statement. These include:

- Salary continuation payments
  - Unemployment and Workers Compensation
  - Tuition Refund Plan
  - GM layoff or separation allowance benefits
  - Suggestion Plan
  - Product discounts
- IN ADDITION, GM HAS ESTABLISHED AN EMPLOYEE STOCK OWNERSHIP PLAN AS RECENTLY ANNOUNCED. YOUR SHARE IN



*Survivors*

## BENEFITS

In the event of your death while employed by GM, the following payments will be made to your beneficiary:

### Monthly Payments\*

From the Insurance Program:

\$250 to an eligible survivor, for up to 24 months (\$150 if certain Social Security benefits are payable). Thereafter, if you had a spouse at least age 45 when you died, \$250 a month would be paid until age 62 or remarriage or entitlement to unreduced Social Security because of your death.

From the Retirement Program:

A noncontributory benefit of NOT ELIGIBLE for your spouse's lifetime when Insurance Program survivor benefits are not payable or are waived.

(b) Contributory benefit of 1/12 PER MONTH would begin immediately for your spouse's lifetime in lieu of return of contributions.

From Social Security:

Social Security could pay a surviving spouse and children as much as \$722 PER MONTH.

\* Assumes you have been married at least one year and your spouse is the same age as you.

### Lump-sum payments

\$40,000	Basic Life Insurance
\$69,000	Optional Life Insurance
\$13,863	Savings-Stock Purchase account
SEE (b)	Retirement Program contributions
\$255	Social Security death payment
\$129,118	Total
	Plus, if death is accidental, one or more of these additional payments:
\$23,000	Extra Accident Insurance
\$69,000	Extra Accident Insurance (while on company business)
\$10,000	Personal Accident Insurance

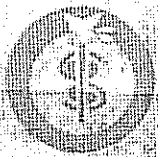
### Plus

GM will pay for health care coverages for your spouse and eligible children if you die while actively employed provided you:

- 1) Elected the Retirement Program contributory surviving spouse option and had 10 years of credited service, or
- 2) Were eligible to retire voluntarily (except between ages 55 and 60 when your age and credited service total less than 85).

### Optional Dependent Insurance:

\$5,000	Life Insurance—spouse
\$1,000	Life Insurance—each child
	Additional coverage up to \$25,000 for spouse and \$5,000 for each child will be available July 1, 1977.
ENROLLED	Personal Accident Insurance



*Adding it All Up...*

The GM program adds significant value to the pay you receive for the work you do. On an annualized basis,

YOUR SALARY IS..... \$22,997\*  
 COST-OF-LIVING ALLOWANCE.... \$270  
 COST TO GM FOR YOUR BENEFITS INCLUDING \$965.00 FOR SOCIAL SECURITY BENEFITS..... \$7,010  
 TOTAL..... \$30,277  
 \*\$ 2,729 OF YOUR SALARY IS PAID TO YOU FOR YOUR VACATION AND HOLIDAYS. YOU ARE ENTITLED TO 3.5 WEEKS OF VACATION IN CALENDAR YEAR 1977 PLUS SUPPLEMENTAL TIME

GM's cost for your benefits is even higher than indicated, because you enjoy many other benefits that have not been detailed in this statement. These include:

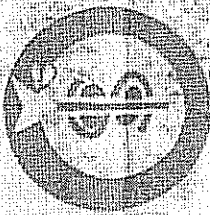
- Salary continuation payments
- Unemployment and Workers Compensation
- Tuition Refund Plan
- GM layoff or separation allowance benefits
- Suggestion Plan
- Product discounts

IN ADDITION, GM HAS ESTABLISHED AN EMPLOYEE STOCK OWNERSHIP PLAN AS RECENTLY ANNOUNCED. YOUR SHARE IN



for spouse and \$3,000 for each child  
will be available July 1, 1977.

ENROLLED Personal Accident Insurance



*Adding it All Up*

The GM program adds significant value to the pay you receive for the work you do. On an annualized basis,

YOUR SALARY IS..... \$22,997\*  
COST-OF-LIVING ALLOWANCE... \$270  
COST TO GM FOR YOUR BENEFITS  
INCLUDING \$965.00 FOR SOCIAL  
SECURITY BENEFITS..... \$7,610  
TOTAL..... \$30,877

\*\$ 2,725 OF YOUR SALARY IS  
PAID TO YOU FOR YOUR VACATION  
AND HOLIDAYS. YOU ARE ENTITLED TO  
3.5 WEEKS OF VACATION IN CALENDAR  
YEAR 1977 PLUS SUPPLEMENTAL TIME  
OFF EQUIVALENT OF 2 DAYS. THERE  
ARE 13 HOLIDAYS DURING THE 1977  
MODEL YEAR.

GM's cost for your benefits is even higher than indicated, because you enjoy many other benefits that have not been detailed in this statement. These include:

- Salary continuation payments
- Unemployment and Workers Compensation
- Tuition Refund Plan
- GM layoff or separation allowance benefits
- Suggestion Plan

• Product discounts  
IN ADDITION, GM HAS  
ESTABLISHED AN EMPLOYEE STOCK  
OWNERSHIP PLAN AS RECENTLY  
ANNOUNCED. YOUR SHARE IN  
THIS PROGRAM WILL BE IN-  
CLUDED IN FUTURE SUMMARIES.

When you add it all up, it is an impressive package—a package with a value to you that goes well beyond its cost.



## PERSONAL BENEFIT SUMMARY

OF THE CIVIL SERVICE PROGRAM

Revised and reissued on December 31, 1977



Health Care

### BENEFITS

#### Basic Coverages

100% of semiprivate room, board, and other hospital charges for up to 365 days, or 730 days in an approved nursing facility.

100% of covered doctor's charges for surgery, obstetrics, anesthesia, hospital visits, and consultations.

100% of the charge in excess of \$3 for each covered prescription, *plus* charges for outpatient hospital emergency care, lab, x-ray, and certain other services.

#### Dental Care Coverage

After one year of service, while you are actively at work, the plan pays:

100% of fees for examinations and cleaning, 90% for fillings, x-rays, and extractions, and 50% for bridgework, dentures, and teeth straightening. The maximum dental benefits are \$750 per person per year, with a lifetime maximum of \$650 per eligible person for teeth straightening.

#### Major Medical Coverage

For expenses not paid by your basic coverages:

100% of certain additional doctors' charges, and 80% of any remaining medical expenses which exceed the annual deductible amount of \$50 for you or an eligible family member, or \$100 for *all* eligible family members. Your total out-of-pocket cost (for other than outpatient psychiatric care) would not be more than \$550 per year for each individual, unless the \$25,000 maximum reimbursable amount *per year* for each individual is exceeded. There is no maximum on lifetime benefits.

#### Added Coverages

A new vision care plan covering part of the cost of eye exams and glasses will become effective July 1, 1977. Hearing aid benefits will be provided effective October 1, 1977.

YOU AND ELIGIBLE FAMILY MEMBERS ARE ENROLLED FOR: BASIC, MAJOR MEDICAL, AND DENTAL COVERAGE.



Retirement

### INCOME



*Retirement*

## INCOME

Through December 31, 1976, your credited service is **5 YEARS AND 3 MONTHS** and your contributions total **\$ .00**

If you work for GM until you reach age 65 in 2008 your estimated monthly retirement income would be:

From the Retirement Program

—Noncontributory benefits..... \$526  
—Contributory benefits.....

From Social Security

—Yourself ..... \$578  
—Dependent spouse at age 65... \$269

Total ..... \$1,393

Estimated retirement benefits are based on:

- The assumption that your current pay will stay the same until retirement
- Retirement payments for your lifetime only (if you elect a survivor option, benefits would be reduced)

Estimates of your retirement income at other ages are available upon request from your Personnel Office.

\* \$526 PER MONTH IF YOU CONTRIBUTE FROM JAN. 1977 TO AGE 65.

**Plus**

If you retire from GM (except at employee option between ages 55 and 60 when your age and credited service will total less than 85):

- You may take your Savings-Stock Purchase Program account in a lump sum, or convert part of your account to a lifetime annuity.

- \* [ • Your health care coverage will be continued for your lifetime.
- A portion of your life insurance and Personal Accident Insurance may be continued for your lifetime. Reduced Optional Life Insurance may be continued until age 70.



## *Savings-Stock Purchase* PROGRAM

### Total Value of your Account Dec. 31, 1976

GM Common Stock @ \$78.50..... \$4,211  
Diversified U.S.  
Securities @ \$154.90.....  
U.S. Savings Bonds (at cost) ..... \$1,443  
Cash ..... \$33  
Total ..... \$5,677

The statement below shows your account status after class distributions and withdrawals, if any. Shares of GM stock purchased with GM's contributions and with dividends during 1974, 1975, and 1976 are subject to being "earned out" in accordance with the terms of the Program.

		ANNUAL STATEMENT OF ACCOUNT				
		Classes Earned Out		Classes Not Earned Out		
		Through 1973	1974	1975	1976	TOTALS
Purchased with Your Savings	Your Savings			\$1,199	\$1,753	\$2,952
	U.S. Savings Bonds			\$581.25	\$662.50	\$1,443
	Diversified U.S. Securities	UNITS	UNITS	UNITS	UNITS	UNITS
	Cash Balance Plus Interest			\$19.36	\$14.00	\$33
	GM Common Stock	SHARES	SHARES	12.1875	12.7762	24.9637
Purchased with GM	GM Common			12.1875	12.7762	24.9637

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FEBRUARY, 1977

This is your annual summary of benefits available to you as a salaried employee of General Motors, showing benefits as they specifically apply to you and your family. It should be of interest to your family, and a useful tool for your own financial planning. Keep it in a handy place for reference throughout the year.

This Personal Benefit Summary is not designed to replace the individual booklets that contain the details of each plan, or to replace your Personnel Office as a source of answers to your specific questions. But it will give you a perspective on our comprehensive package of benefits, and the growing protection it affords you and your family. Compare this to last year's summary and see the extent of this growth.

Your benefits, in a very real sense, are a part of your compensation. When you add it all up, we have an outstanding benefit program, earned by the continuing efforts of all our people.

*R. A. Murphy*  
Chairman

*This computerized statement has been prepared for you based on information as of December 31, 1976. Every effort has been made to give you figures that are accurate and up to date. Should you find what you believe to be an error, please bring it to the attention of your Personnel Office.*

*Eligibility for benefits and the actual amount of payment under all of GM's plans that make up your benefit program must be determined under the legal documents that apply to each plan.*

*GM does not have access to your complete earnings records for Social Security purposes. Therefore, Social Security benefits in this statement are estimates only. They are based on a full working career and certain assumptions about your salary history.*



*Disability*

## INCOME

If you become disabled you may be eligible to receive salary continuation and/or disability benefits of \$1,648 PER MONTH FOR 6 WEEKS AND \$1,219 PER MONTH FOR THE NEXT 45 WEEKS.

If you remain disabled, you may be eligible for continuing disability benefits from several sources, totaling \$475 per month to age 39. Thereafter, you may be eligible for continuing Social Security benefits of \$413 per month plus GM retirement\* benefits of \$60 per month payable for life.

In addition, if you have a dependent spouse and one or more children, they could receive up to \$205 per month from Social Security.

\*Retirement benefits are projected only for employees with ten or more years of credited service.

### Plus

Depending on your eligibility and enrollment status, other benefits may be payable if you are totally and permanently disabled:

- For employees with less than 10 years of credited service when first disabled, payout of basic life insurance in monthly installments following expiration of extended disability benefits.
- Monthly installments of Personal Accident Insurance.
- Entire account balance under GM Savings-Stock Purchase Program, including GM's contributions.



*Survivor*

## BENEFITS

In the event of your death while employed by GM, the following payments will be made to your

## BENEFITS

In the event of your death while employed by GM,  
the following payments will be made to your  
beneficiary:

### Monthly Payments\*

From the *Insurance Program*:

\$250 to an eligible survivor, for up to 24 months  
(\$150 if certain Social Security benefits are  
payable). Thereafter, if you had a spouse at  
least age 45 when you died, \$250 a month  
would be paid until age 62 or remarriage or  
entitlement to unreduced Social Security  
because of your death.

From the *Retirement Program*:

~~A noncontributory benefit of NOT ELIGIBLE~~  
for your spouse's lifetime when

Insurance Program survivor benefits are not  
payable or are waived.

Contributory benefit of NOT ELECTED  
would begin immediately for your  
spouse's lifetime in lieu of return of contributions.

From *Social Security*:

Social Security could pay a surviving spouse and  
children as much as \$722 PER MONTH.

\* Assumes you have been married at least one  
year and your spouse is the same age as you.

### Optional Dependent Insurance:

\$5,000 Life Insurance—spouse  
\$1,000 Life Insurance—each child  
Additional coverage up to \$25,000  
for spouse and \$5,000 for each child  
will be available July 1, 1977.  
NOT  
ELECTED Personal Accident Insurance

### Lump-sum payments

\$39,100	Basic Life Insurance
\$97,600	Optional Life Insurance
\$5,677	Savings-Stock Purchase account
\$0	Retirement Program contributions
\$255	Social Security death payment
<b>\$142,632</b>	<b>Total</b>
	Plus, if death is accidental, one or more of these additional payments:
\$19,550	Extra Accident Insurance
\$19,550	Extra Accident Insurance (while on company business)
NOT ELECTED	Personal Accident Insurance

### Plus

GM will pay for health care coverages for your  
spouse and eligible children if you die while  
actively employed provided you:

- 1) Elected the Retirement Program  
contributory surviving spouse option and  
had 10 years of credited service, or
- 2) Were eligible to retire voluntarily (except  
between ages 55 and 60 when your age and  
credited service total less than 85).

The GM program adds significant value to the  
pay you receive for the work you do. On an  
annualized basis,

YOUR SALARY IS.....	\$ [REDACTED]
COST-OF-LIVING ALLOWANCE...	\$270
COST TO GM FOR YOUR BENEFITS INCLUDING \$915.00 FOR SOCIAL SECURITY BENEFITS.....	\$6,479
TOTAL.....	\$ [REDACTED]
YOUR SALARY IS	

GM's cost for your benefits is even  
higher than indicated, because you enjoy many  
other benefits that have not been detailed in  
this statement. These include:

- Salary continuation payments
- Unemployment and Workers Compensation
- Tuition Refund Plan
- GM layoff or separation allowance benefits
- Suggestion Plan
- Product discounts
- IN ADDITION, GM HAS



NOT  
ELECTED

Personal Accident Insurance



*Adding it all up...*

The GM program adds significant value to the pay you receive for the work you do. On an annualized basis,

YOUR SALARY IS..... \$~~1,959~~  
COST-OF-LIVING ALLOWANCE... \$270  
COST TO GM FOR YOUR BENEFITS  
INCLUDING \$905.00 FOR SOCIAL  
SECURITY BENEFITS..... \$6,479  
TOTAL..... \$~~1,959~~

\*\$ 1,959 OF YOUR SALARY IS  
PAID TO YOU FOR YOUR VACATION  
AND HOLIDAYS. YOU ARE ENTITLED TO  
2.5 WEEKS OF VACATION IN CALENDAR  
YEAR 1977 PLUS SUPPLEMENTAL TIME  
OFF EQUIVALENT OF 2 DAYS. THERE  
ARE 12 HOLIDAYS DURING THE 1977  
MODEL YEAR.

GM's cost for your benefits is even  
higher than indicated, because you enjoy many  
other benefits that have not been detailed in  
this statement. These include:

- Salary continuation payments
- Unemployment and Workers Compensation
- Tuition Refund Plan
- GM layoff or separation allowance benefits
- Suggestion Plan
- Product discounts

IN ADDITION, GM HAS  
ESTABLISHED AN EMPLOYEE STOCK  
OWNERSHIP PLAN AS RECENTLY  
ANNOUNCED. YOUR SHARE IN  
THIS PROGRAM WILL BE IN-  
CLUDED IN FUTURE SUMMARIES.  
When you add it all up, it is an impressive  
package—a package with a value to you that  
goes well beyond its cost.